



WICHITA STATE
UNIVERSITY

HR Annual Update FY2026

September 2025

Agenda

WSU Workforce Trends

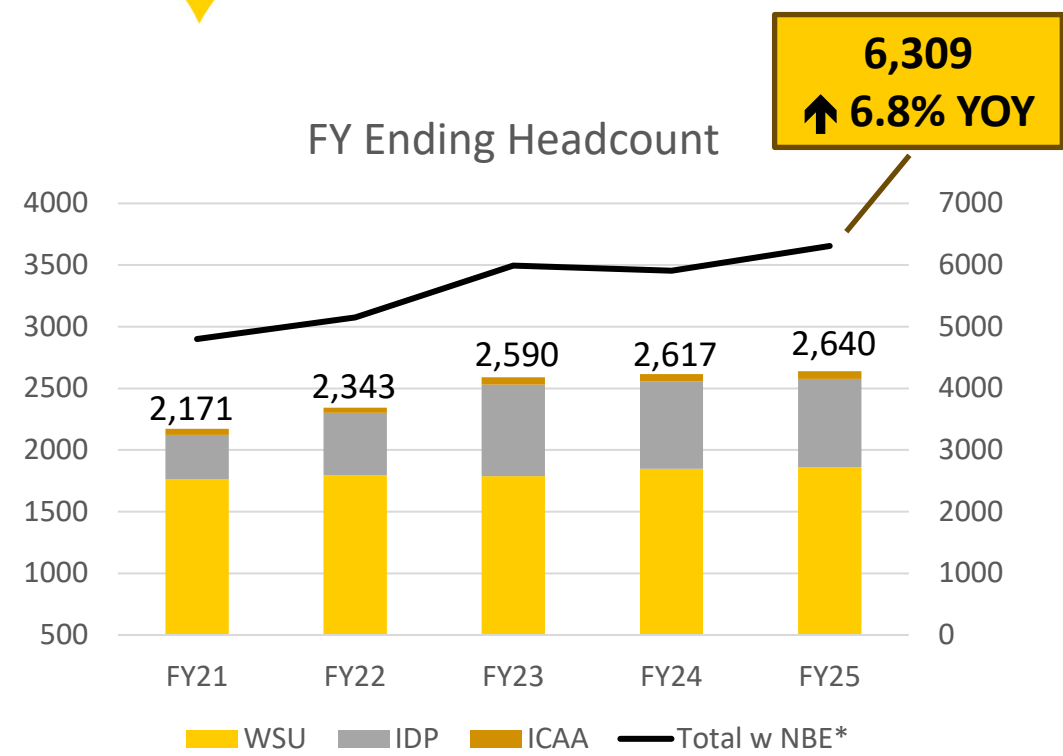
FY26 MBC Outcomes

FY25 HR Accomplishments

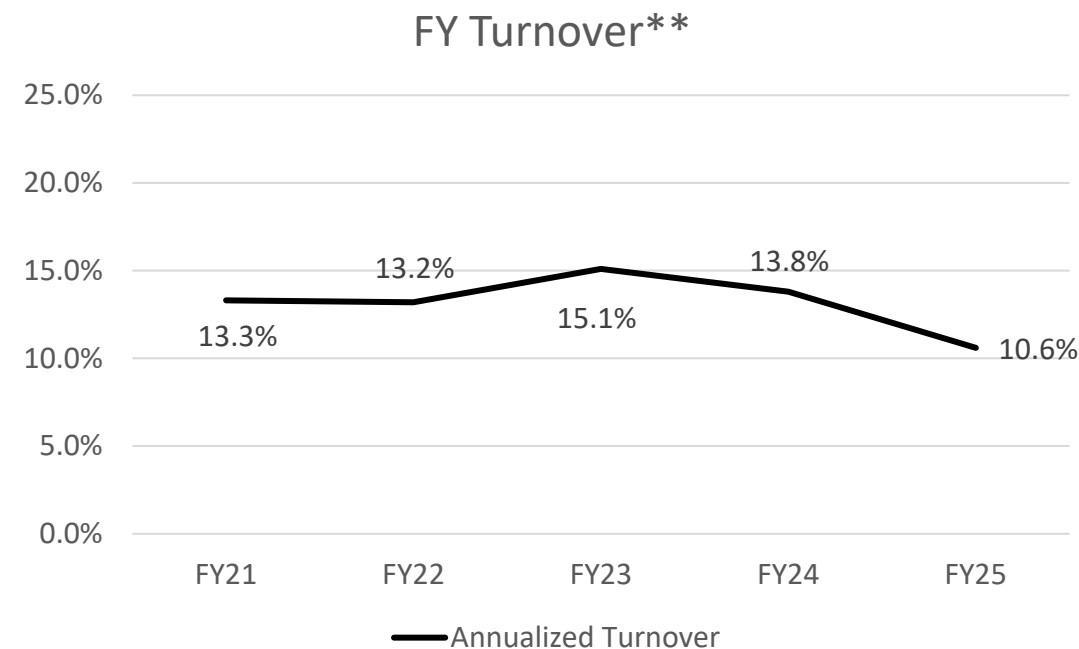
FY26 HR Priorities



Employee Headcount & Turnover



*Non-Benefit Eligible Employees (students, lecturers); 11.5% increase YOY



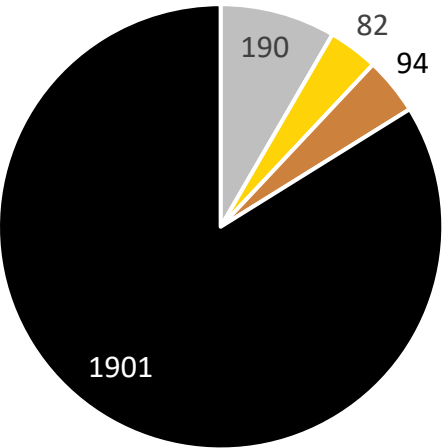
**Benefit Eligible Employees only

Sources: WSU Employee Data as of June 31, 2025

Positions Filled FY25[†]

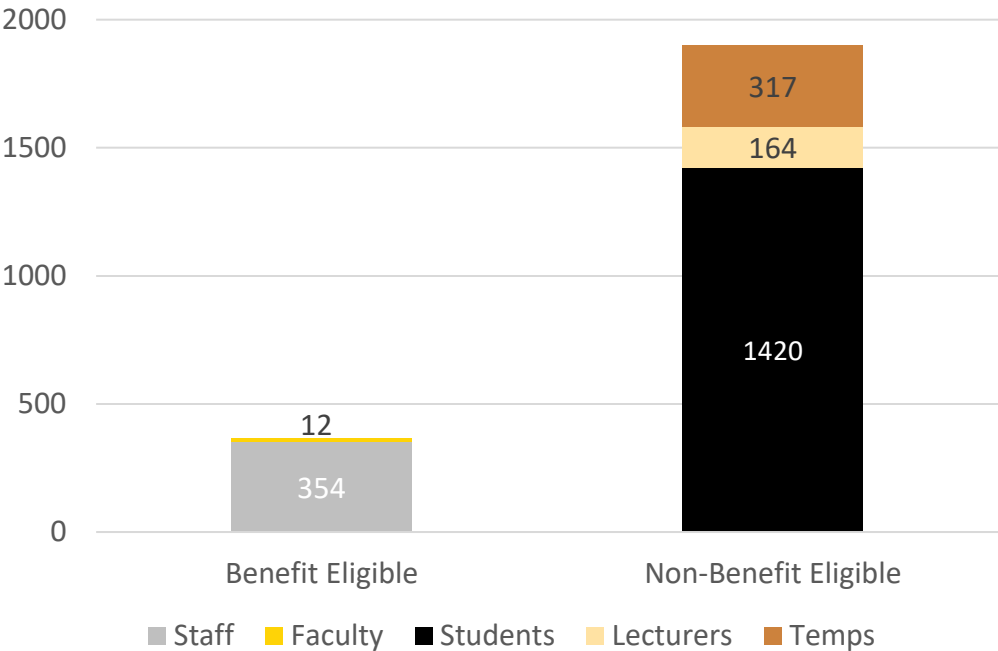
2,267 New Employees

Filled Positions by Search Type



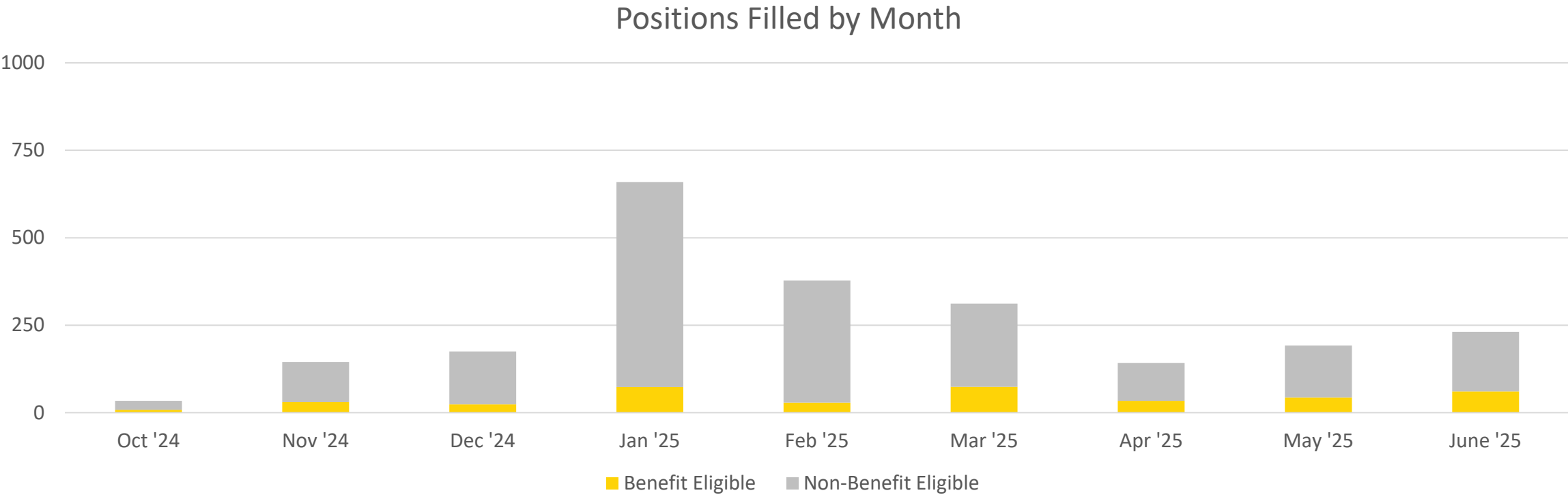
■ BE Search ■ Search Exception ■ Workforce Transition ■ NBE Search

Positions Filled by Emp Type



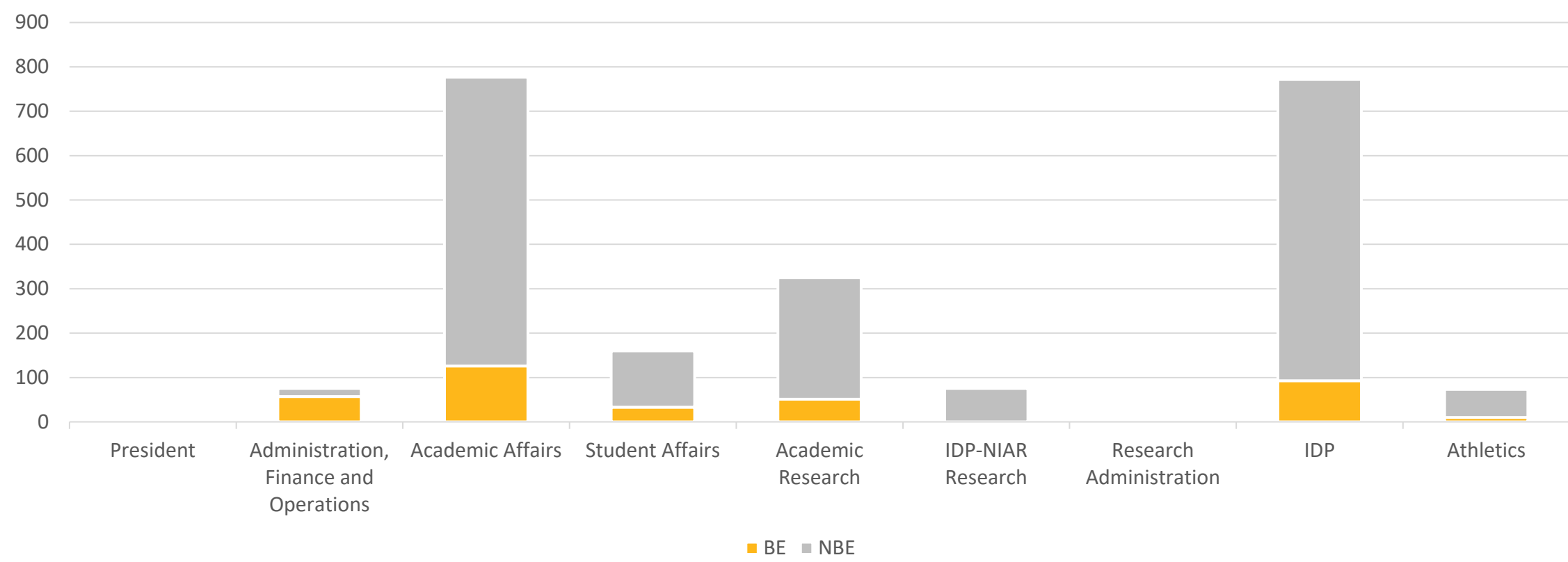
[†]Reporting period: Oct 7, 2024 – June 30, 2025

Positions Filled FY25[†]



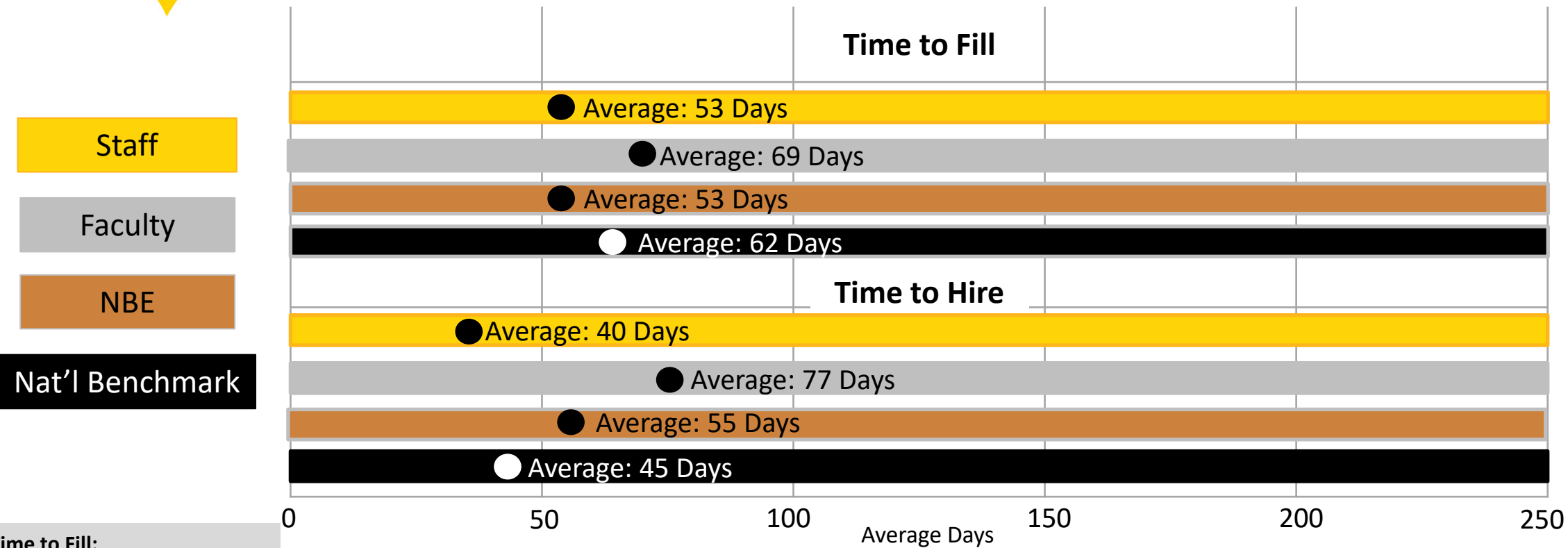
[†]Reporting period: Oct 7, 2024 – June 30, 2025

Positions Filled FY25[†] by Division



[†]Reporting period: Oct 7, 2024 – June 30, 2025

Hiring Metrics FY25[†]



Time to Fill:
Days from Posting to Hire

Time to Hire:
of Days from Applied to Hire

[†]Reporting period: Oct 7, 2024 – June 30, 2025

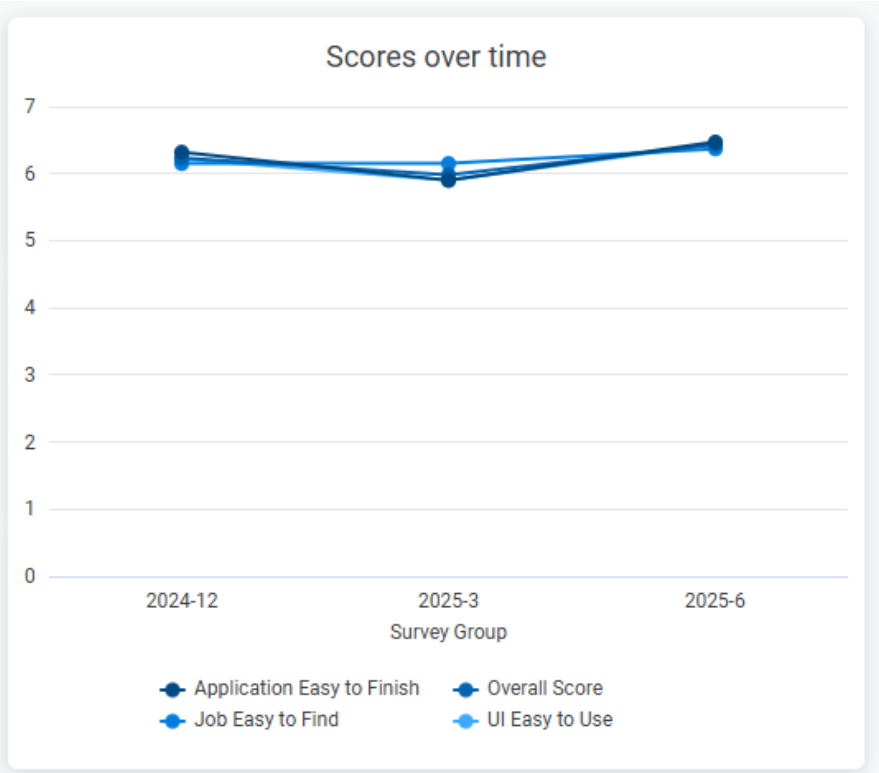
Nat'l Benchmark Source: CUPA-HR Benefits, Employee Experience, and Structure Survey 2024-2025; Benchmarked against doctoral universities



WICHITA STATE
UNIVERSITY

Candidate Experience FY25[†]

Overall Score:
6.43 out of 7.0



“One of the best application systems I’ve used”

“No keyword search exists on the career site”

“It was super easy and great”

[†]Reporting period: Oct 7, 2024 – June 30, 2025

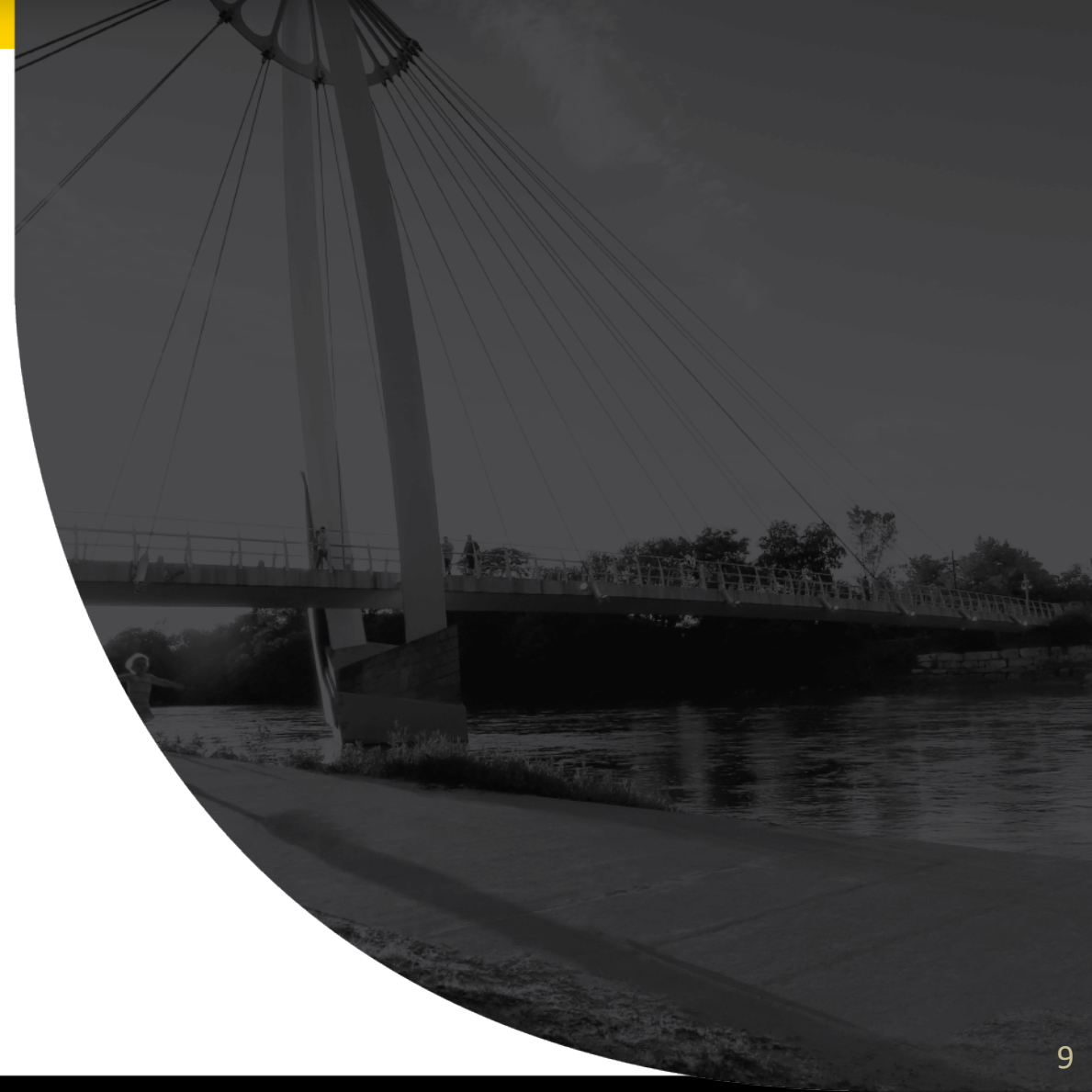
Agenda

WSU Workforce Trends

FY26 MBC Outcomes

FY25 HR Accomplishments

FY26 HR Priorities



Market-Based Compensation (MBC) Goals FY26

Our long-term goal at the university is to pay at the middle of the market (on average) within each respective job (staff) or rank & discipline (faculty); not leading and not lagging. We establish goals for each fiscal year to make progress year over year.

FY26 Goals:

1. Bring staff to the minimum of their FY26 pay range.
2. Adjust pay for prioritized staff jobs to move them closer to the appropriate quartile within their pay range.
3. Bring faculty to the newly established salary minimums.
4. Prioritize pay adjustments for faculty promoted in FY26.

FY26 MBC Outcomes - by Goal

FY26 Goals

1. Bring staff to the minimum of their FY26 pay range.
2. Adjust pay for prioritized staff jobs to move them closer to the appropriate quartile within their pay range.
3. Bring faculty to the newly established salary minimums.
4. Prioritize pay adjustments for faculty promoted in FY26.

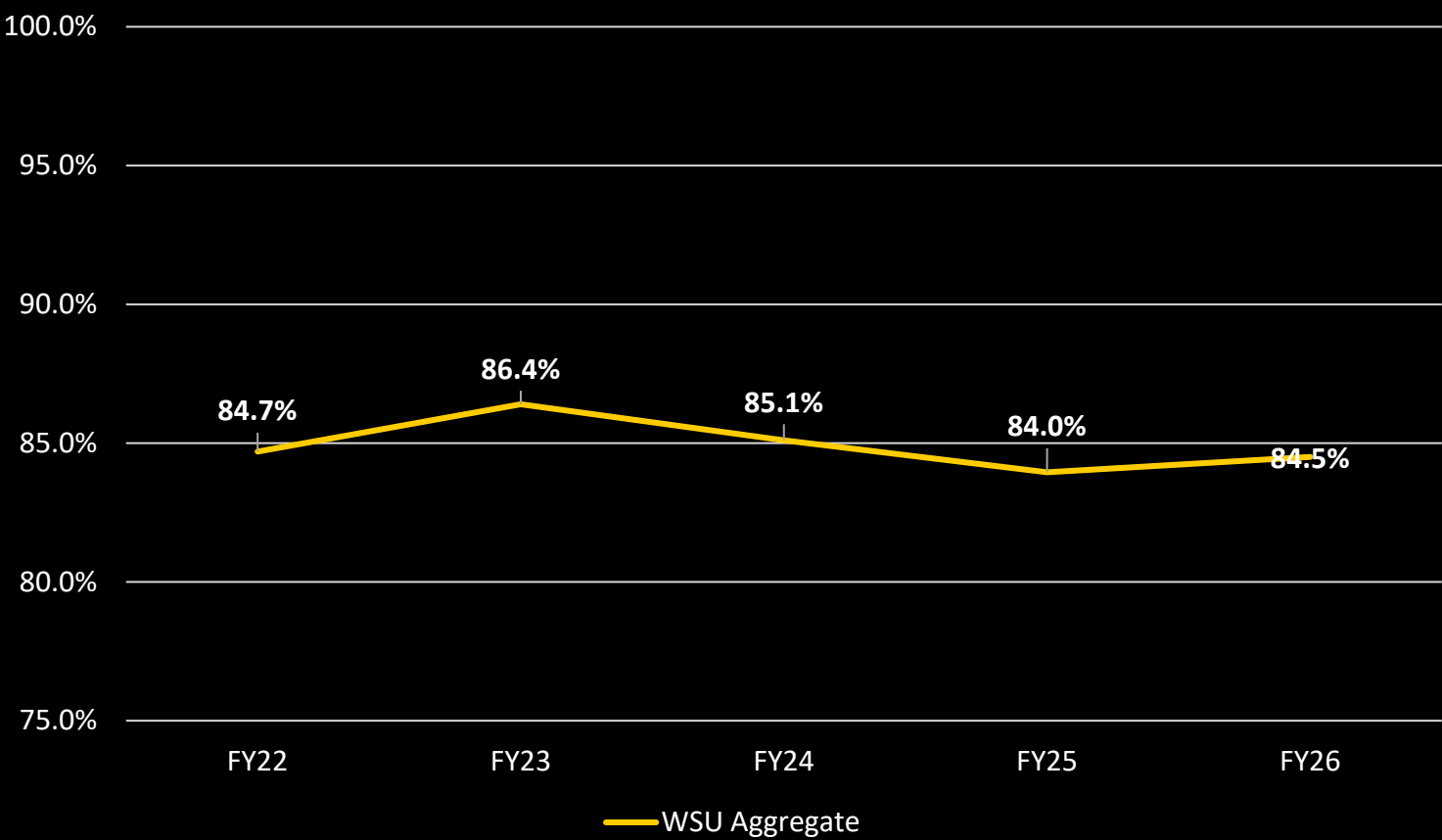
FY26 Outcomes

1. 260 staff were adjusted to the minimum of their respective pay range.
2. 163 staff received a pay adjustment as a prioritized position.
3. 62 faculty were adjusted to the newly established minimum salaries for TT and NTT faculty.
4. 29 faculty received a pay adjustment as a prioritized position.

WSU invested \$3.6m of recurring funds into MBC in FY26 and \$15.6m over the past four years.

FY26 MBC Outcomes - Overall

Movement towards Middle of Market (100%)



Agenda

WSU Workforce Trends

FY26 MBC Outcomes

FY25 HR Accomplishments

FY26 HR Priorities



HR FY25 Accomplishments

Student Centeredness • Research & Scholarship • Campus Culture • Inclusive Excellence • Partnerships & Engagement

HR Vision: Create an excellent employee experience, every time.

Generate a culture of high-trust

- Implement strategy-focused, professional development
 - ✓ Operationalize KLC programs
 - Pilot 1-2 management development programs
- Mitigate compliance risks
 - Leave/ADA
 - ✓ DOL regs, phase 2
 - ✓ Remote work
 - E-Group maintenance
 - ✓ Fed/State EO/Legislative Changes
- Easier access to HR information
 - ✓ Revamp HR Website/SharePoint

Attract & Retain Talent

- Transform hiring and onboarding experience
 - ✓ Implement Wu-Hire (Page Up)
 - Enhance learning resources for hiring managers and search committees
- Establish merit-based performance and compensation strategy.
 - ✓ Develop plan to fund MBC pay gap
 - ✓ Evaluate current staff performance management processes
 - Create process for managing merit compensation
 - Evolve faculty pay structures

Evolve HR Team

- Refine organizational structure
 - ✓ Onboard Director HR Operations & Total Rewards
 - ✓ Onboard compensation analysts
 - ✓ Evaluate leave administrator role
 - ✓ Evolve the employee relations specialist role
 - ✓ Onboard Talent Acquisition staff to support Applied Learning hiring
- Invest in professional development
- Establish HR metrics
 - ✓ Create hiring metrics

Agenda

WSU Workforce Trends

FY25 MBC Outcomes

FY24 HR Accomplishments

FY25 HR Priorities



HR FY26+ Strategic Priorities

Student Centeredness & Campus Culture • Research & Scholarship • Partnerships & Engagement

HR Vision: Create an excellent employee experience, every time.

Generate a Culture of High-Trust

- Implement strategy-focused, professional development
 - Pilot a management development program
 - Enhance learning platform and on-demand learning opportunities
- Mitigate compliance risks
 - Leave/ADA system implementation
 - Remote work process refinement
 - Appointment classification review
 - Fed/State EO/Legislative changes
- Easier access to HR information
 - Finish revamp of HR Website

Attract & Retain Talent

- Transform hiring and onboarding experience
 - Enhance learning resources for hiring managers and search committees
 - Continue to evolve support of applied learning employment opportunities
- Establish merit-based performance strategy
 - Re-imagine staff performance management process
- Refine compensation program
 - Evolve faculty pay structure

Evolve HR Team

- Invest in professional development
 - Develop HR staff capabilities
 - Establish cross-training opportunities
 - Identify opportunities to collaborate within IDP/Campus HR
- Establish HR metrics
 - Develop workload & capacity metrics

Questions / Comments?

Thank you and Go Shockers!!